

The AIM Plan

**CONNECTING PEOPLE,**

**PROCESSES AND PURPOSE**

# > OUR MISSION

Why do we exist as an organization?

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Build the foundation for **ECONOMIC PROSPERITY,**  
**IMPROVED HEALTH** and enhanced **QUALITY OF LIFE**  
for our community

# **OUR VISION**

What does success look like?

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To be a **GLOBALLY COMPETITIVE, WORLD-CLASS** city

# > OUR VALUES

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## COMMITTED TEAMWORK

- We work together toward common goals.

## HIGH EXPECTATIONS

- We expect excellence in our work, our organization and the city we are building

# > STRATEGIC PLAN FRAMEWORK

**4**  
AIM Areas

Well-Being
Opportunity
The City Experience
Inside City Hall

**16**  
AIMs

**30**  
Strategies

# > 16 AIMS (GOALS)

## Well-Being

Resiliency

Physical Health

Mental Health

## Opportunity

Education

Jobs

Transportation

Population Growth

## The City Experience

Traffic Safety

Quality  
Entertainment  
Options

Quality  
Transportation  
Network

Tourism

Reduce Violent  
Crime

Quality Core  
Services

## Inside City Hall

Positive Morale

Deliver World-Class Services

Continuous Improvement

## Strategy 6B – Increase walkability and bikeability of Tulsa

<b>Action:</b>	Prioritize restriping and maintenance projects that will increase pavement condition, walkability and bikeability		
<b>Metric:</b>	10 recommendations to improve bike and pedestrian safety implemented annually		
<b>Responsible Department:</b>	Streets and Stormwater		
<b>City's Role:</b>	Lead	Collaborate	Support

## Strategy 2A – Provide a development framework that promotes clear and predictable processes

<b>Action:</b>	Issue permits and conduct inspections for private development customers within established timeframes		
<b>Metric:</b>	90% of commercial building permits reviewed in 35 days or less		
<b>Responsible Department:</b>	Planning and Development		
<b>City's Role:</b>	Lead	Collaborate	Support



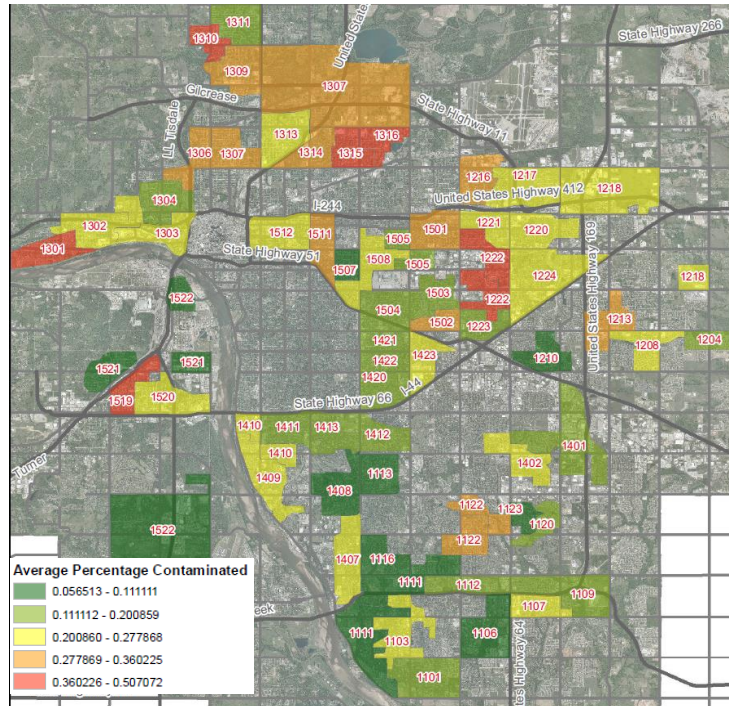
## Strategy 9C – Improve Neighborhood Conditions

<b>Action:</b>	Utilize citations and mediation to encourage quicker code compliance		
<b>Metric:</b>	85% of violations voluntarily brought into compliance		
<b>Responsible Department:</b>	Working in Neighborhoods		
<b>City's Role:</b>	Lead	Collaborate	Support

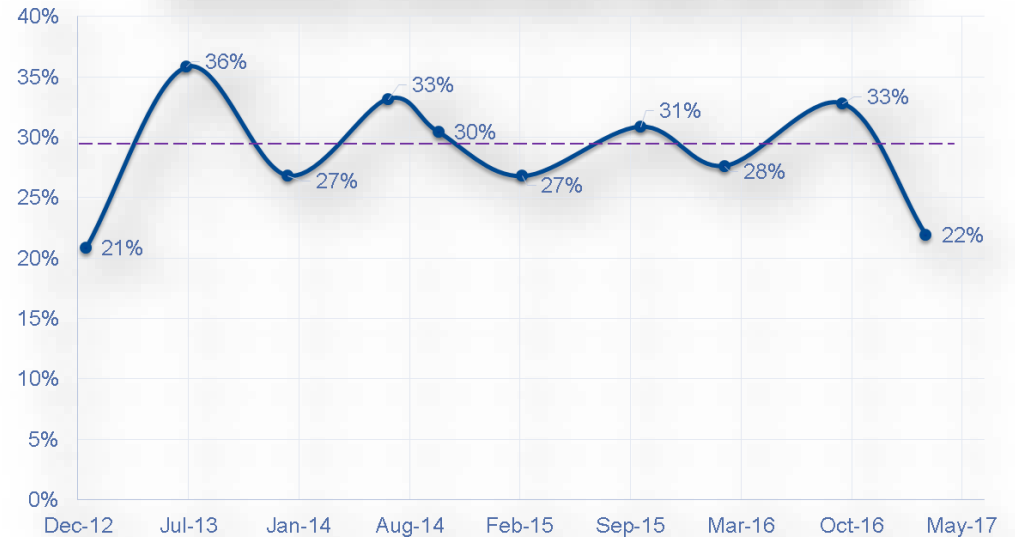
## Strategy 14B – Provide ways for employees to stay engaged by giving feedback and sharing satisfaction regularly

<b>Action:</b>	Fully implement Planning and Performance Review (PPR) process to provide more opportunities for job coaching, career development and collaboration.		
<b>Metric:</b>	90% of employees with a completed PPR in the new format by 9/31/18		
<b>Responsible Department:</b>	Human Resources		
<b>City's Role:</b>	Lead	Collaborate	Support

# ➤ MEASURING SUCCESS – TULSTAT



## Recycling Contamination Rate 2013-2017



# > HOW CAN I TRACK PROGRESS?

»»» [www.cityoftulsa.org/dashboards](http://www.cityoftulsa.org/dashboards) «««

## AIM Plan Community Performance Indicators

The AIM Plan establishes 16 AIMS or goals for the Tulsa community where the services provided by the City of Tulsa will have an impact. For each AIM, the City has identified strategies and measurable actions for executing our strategies and achieving our community-wide AIMS. Elected Officials and Senior Leaders will use the Community Performance Indicators and Strategies to allocate resources and measure whether our work is having the intended impact.

Read the AIM Plan (create pdf link to final document)

### Status Indicators

🟢 - Positive Status

🟡 - Neutral Status

🔴 - Negative Status

### Education - Foster and encourage completion of education necessary to succeed in a skilled labor market

High School Graduation



Bachelor's Degree Attainment



# ➤ HOW DOES MY WORK CONNECT?

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